

INITIAL STATEMENT OF REASONS

Commission Regulations 1005, 1007, 1080, and Procedures D-1 and H-3 Amend *Training and Testing Specifications for Peace Officer Basic Courses*

The Commission on Peace Officer Standards and Training (POST) proposes to amend Regulations 1005, 1007, and 1080, and Commission Procedures D-1, and H-3, and the document *Training and Testing Specifications for Peace Officer Basic Courses* to address the following changes:

- Re-distribute course hours between learning domains to ensure adequate time for each topic
- Make additional curriculum updates as part of an ongoing curriculum review
- Establish examination review and scenario demonstration definitions and requirements
- Revise the current two-part Level III Module course into a single component
- Add Learning Domain 43, Emergency Management, to comply with state and federal training requirements.

All changes to basic academy curriculum begin with recommendations from law enforcement practitioners, or in some cases, via legislative mandates. POST then facilitates meetings with curriculum advisors and subject matter experts (SMEs) who recommend changes to existing academy curriculum. These recommendations are submitted to the Standing Alignment Committee (SAC), which is comprised of academy directors and coordinators. The SAC-approved recommendations are then reviewed by all academies at the quarterly Basic Course Consortium meetings facilitated by POST. The Consortium approved these proposed changes at its June 14, 2006 meeting and the Commission approved them at its July 20, 2006 Commission meeting, subject to the Notice of Proposed Regulatory Action process.

Re-distribution of Course Hours and Content

In 2002, the Basic Training Bureau embarked on a complete review of the Regular Basic Course (RBC) to integrate Leadership, Ethics and Community Policing into the curriculum. As a result, POST removed redundant material from Learning Domains (LDs), moved some learning objectives from one LD to another, moved some learning objectives to the Field Training Program, and eliminated other outdated learning objectives. These content changes went into effect on January 1, 2006, with no changes to the minimum hourly requirement for each LD. This gave training presenters an opportunity to work with the new curriculum and recommend the number of hours needed to deliver instruction in each LD.

Feedback from the course presenters demonstrated the need to create a new hourly distribution; therefore, the Standing Alignment Committee developed a revised hourly distribution, which the Basic Course Consortium approved in June 2006. Staff applied the revised hourly distribution to the learning domains in all basic course formats. The total minimum hourly requirements for each course remain the same. In the context of re-distributed the hours, several learning objects were incorporated and deleted to apply the revised hourly distribution to the appropriate level of training in the Modular Format.

The redistribution of the course hours appear on the attached Minimum Content and Hourly Requirements pages and in the “Hourly Requirements” section, usually the last page, of the following LDs:

LD 1, Leadership, Professionalism & Ethics
LD 2, Criminal Justice System
LD 3, Policing in the Community
LD 5, Introduction to Criminal Law
LD 6, Property Crimes
LD 7, Crimes Against Children
LD 8, General Criminal Statutes
LD 9, Crimes Against Children
LD 10, Sex Crimes
LD 11, Juvenile Law and Procedures
LD 13, ABC Law
LD 15, Laws of Arrest

LD 20, Use of Force
LD 22, Vehicle Pullovers
LD 23, Crimes in Progress
LD 24, Handling Disputes/Crowd Control
LD 25, Domestic Violence
LD 28, Traffic Enforcement
LD 30, Preliminary Investigation
LD 31, Custody
LD 32, Lifetime Fitness
LD 33, Arrest Methods/Defensive Tactics
LD 35, Firearms/Chemical Agents
LD 36, Information Systems

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LD 16, Search & Seizure

LD 17, Presentation of Evidence

LD 18, Investigative Report Writing

LD 38, Gang Awareness

LD 39, Crimes Against the Justice System

LD 42, Cultural Diversity/Discrimination

Make Additional Curriculum Updates

As part of the ongoing curriculum review, the following domains have been revised to either reflect emerging training needs, improve student learning and evaluation, or to comply with legislative mandates: LD 12, Controlled Substances; LD 28, Traffic Enforcement; and LD 41, Hazardous Materials Awareness. The *Legend of Recommendations* numbers correspond with the reference numbers on the LD pages for each topic of the *Training and Testing Specification for Peace Officer Basic Courses*. Each number explains the rationale for the amendments.

Establish Examination Review and Scenario Demonstration Definitions and Requirements

New language defines and requires a time period for examination review. The Basic Course requires students to gain competency in 42 Learning Domains. To demonstrate the possession of this knowledge, students must take and pass 27 high-stakes written knowledge examinations. Following the examinations, presenters review the results with students as a method of enhancing their understanding of the material. Heretofore, the time needed for reviewing test results has not been included in the minimum hours required for delivery of the Learning Domain curricula. Including examination review in the minimum hours ensures that appropriate time will be devoted to this process.

Job simulation testing, known as Scenario Testing, is the assessment method utilized to determine whether students have acquired the necessary peace officer competencies and to what degree. These tests require students to participate in graded activities that are designed to simulate actual on-the-job incidents, and require them to perform acceptably in a variety of critical, life-like situations. The proposed 18-hours of Scenario Demonstration time is designed to provide students the opportunity to practice and be mentored in the acquisition of the needed competencies through problem-based learning methods.

Revise the Current Two-Part Level III Module into a Single Component

In the process of developing a revised hourly distribution, several issues were identified in its application to the Modular Format. The Consortium approved the recommended hourly distribution, in principle, and asked POST staff to review the changes in relation to the Modular Format. An issue that became problematic, during the review, was the relationship of the PC 832 Course to the Modular Format. Powers of arrest training (PC 832) is required for all peace officers prior to the exercise of peace officer powers. The PC 832 Course serves as a stand alone entry-level of instruction for limited authority peace officers. The Regular Basic Course and the Specialized Investigators' Basic Course meet the powers of arrest training requirement by including PC 832 material within the respective courses. The Modular Format includes the PC 832 Course as a component (Part 1 of the two-part Level III Module) in order to accommodate training for reserve officers.

Attempts by the SAC to apply the new hourly distribution to the Modular Format, in its present configuration, indicated that it would be necessary to change the PC 832 Course. Because the PC 832 Course is the basic training course for numerous categories of peace officers, it would be impractical to revise it for the sole purpose of accommodating reserve officer training. After review by the SAC and POST staff, it has been determined that the best alternative would be to revise the current two-part Level III Module into a single component that includes powers of arrest training in the same manner as the RBC and SIBC.

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The new Level III Module would incorporate all of the material covered in the two-part format with the same minimum required hours. The PC 832 Course would remain unchanged and continue to be presented as a stand alone course. This would allow the proposed new hourly distribution to be applied to the Modular Format without changing the minimum hourly requirement for any of the components.

Add Learning Domain 43, Emergency Management

A new learning domain LD 43, *Emergency Management* has been created to comply with the state requirement for 8 hours of training in Law Enforcement Response to Terrorism (LERT) and the federal mandate for 8 hours of training in the National Incident Management System (NIMS). Penal Code section 13519.12(b) requires the Commission to expedite the delivery of LERT training to law enforcement through maximum use of its local and regional delivery systems. The federal training in NIMS is required for all public employees who may be tasked, directed or called upon to respond for an emergency.

Justification - Regulation 1005

New effective dates update the incorporation by reference statements for historical accuracy.

Justification - Regulation 1007

1007(a)(2)(A) and 1007(a)(3)(A) delete language for consistency with changes that combine the Level III Module (Part 2) Module and PC 832 Arrest & Firearms (Part I) into one component.

New effective dates update the incorporation by reference statements for historical accuracy.

Justification - Regulation 1080

1080(b)(1) deletes language for consistency with changes that combine the Level III Module (Part 2) Module and PC 832 Arrest & Firearms (Part I) into one component.

Justification - Commission Procedure D-1

D-1-3.(a)(7)(B) deletes language for consistency with changes that combine the Level III Module (Part 2) Module and PC 832 Arrest & Firearms (Part I) into one component.

D-1-3.(a)(11) and D-1-4.(a)(9) define new language, Examination Review, for clarity and consistency with the new requirement in D-1-3.(d)(1)(D) and D-1-4.(d)(1)(C), respectively.

D-1-3.(a)(12) and D-1-4.(a)(10) define new language, Scenario Demonstration, for clarity and consistency with the new requirement in D-1-3.(d)(1)(E) and D-1-4.(d)(1)(D), respectively..

D-1-3.(d)(1)(D), D-1-3.(e)(2)(D), and D-1-4.(d)(1)(C) add new language requiring a time period for examination review. The Basic Course requires students to gain competency in 42 Learning Domains. To demonstrate the possession of this knowledge, students must take and pass 27 high-stakes written knowledge examinations. Following the examinations, presenters review the results with students as a method of enhancing their understanding of the material. Heretofore, the time needed for reviewing test results has not been included in the minimum hours required for delivery of the learning domain curricula. Including examination review in the minimum hours ensures that appropriate time will be devoted to this process.

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D-1-3.(d)(1)(E), D-1-3.(e)(2)(E), and D-1-4.(d)(1)(D) add new language scenario demonstration. Job simulation testing, known as Scenario Testing, is the assessment method utilized to determine whether students have acquired the necessary peace officer competencies and to what degree. These tests require students to participate in graded activities that are designed to simulate actual on-the-job incidents, and require them to perform acceptably in a variety of critical, life-like situations. The proposed 18-hours of Scenario Demonstration time is designed to provide students the opportunity to practice and be mentored in the acquisition of the needed competencies through problem-based learning methods.

D-1-3(e)(1)(A)(1) deletes language for consistency with changes that combine the Level III Module (Part 2) Module and PC 832 Arrest & Firearms into one component. D-1-3.(e)(1)(B) and (C) re-lettering establishes consistency with the formatting style.

D-1-3.(e)(3)(C)1. deletes the test requirement for the Level III Module because the test is redundant as a result of the Level III Module Part 1 and 2 being combined into one component. The D-1-3. (e)(3)(C)2. re-lettering establishes consistency with the formatting style.

D-1-3(e)(3)(G)1 deletes the note as POST no longer requires a minimum of 15 calendar days from the date of the test results to provide a retest. This makes the language consistent with the retest provisions in other portions of this procedure.

D-1-3(e)(3)(4)1. deletes language for consistency with changes that combine the Level III Module (Part 2) Module and PC 832 Arrest & Firearms (Part I) into one component.

New effective dates update the incorporation by reference statements for historical accuracy.

Justification - Commission Procedure H-3

H-3-2. language establishes a new category of minimum hour requirements to reflect that Level III Module training is combined into one component. The PC 832 Arrest & Firearms Course will no longer be identified as a separate component of the Level III Module.

New effective date updates the incorporation by reference statements for historical accuracy.

Significant Statewide Adverse Economic Impact Directly Affecting California Businesses, Including Small Business

The Commission on Peace Officer Standards and Training has made an initial determination that the amended regulations will not have a significant statewide adverse economic impact directly affecting California businesses, including the ability to compete with businesses in other states. The Commission on Peace Officer Standards and Training has found that the proposed amendments will have no effect on California businesses, including small businesses, because the Commission sets selection and training standards for law enforcement and does not impact California businesses, including small businesses.

Cost Impacts on Representative Private Persons or Businesses

The Commission on Peace Officer Standards and Training is not aware of any cost impacts that a representative private person or business would necessarily incur in reasonable compliance with this proposed action.

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Assessment

The adoption of the proposed regulation amendments will neither create nor eliminate jobs in the state of California, and will not result in the elimination of existing businesses or create or expand businesses in the State of California.

Consideration of Alternatives

To take this action, the Commission must determine that no reasonable alternative considered by the Commission, or otherwise identified and brought to the attention of the Commission, would be more effective in carrying out the purpose for which the action is proposed, or would be as effective as and less burdensome to effected private persons than the proposed action.

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LEGEND OF RECOMMENDATIONS

Training & Testing Specifications for Peace Officer Basic Courses January 1, 2007

- 1) Standing Alignment Committee, Basic Course Consortium and POST Testing Committee recommended deletion because items were either unimportant or minimally used.
- 2) Changes to existing specifications after evaluation of the findings of the *POST 1998 Entry-Level Uniformed Patrol Officer Job Task Analysis Study*.
- 3) Changes to existing specifications after duplication or similar language found in the *Training & Testing Specifications for Peace Officer Basic Courses* document.
- 4) Specifications changed to be consistent with the sound educational flow, instructional design and delivery.
- 5) Learning objectives determined to be agency or regionally specific and not to the level of a statewide standard.
- 6) Learning objective transferred to the *Field Training Officer Program*.
- 7) Retained in the Regular Basic Course and to be reinforced in the Field Training Officer Program.
- 8) Clarification, structure or grammar revision.
- 9) Relocated from/to another area within the existing learning domain or another learning domain.
- 10) Response to a legislative mandate to train entry-level officers as first responders in terrorism.
- 11) Recommended by Subject Matter Experts (SMEs) as part of an expansion of the essential job functions of an entry-level officer.
- 12) Re-distribution of hours to assure adequate time is given to sufficiently cover the material within each learning domain.
- 13) Learning Domain #43 added to meet federal & state training requirements for *Law Enforcement Response to Terrorism (LERT)* and *National Incident Management System (NIMS)*, and approved by the Basic Course Consortium and a group representing Modular Format Presenters.